

## Lindsay Neinast

Shareholder

815 Connecticut Avenue NW  
Suite 400  
Washington, DC 20006  
main: +1 (202) 842-3400  
direct: (202) 772-2521  
fax: +1 (202) 842-0011  
lneinast@littler.com



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## Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Wage and Hour  
Whistleblowing, Compliance and Investigations  
Leaves of Absence and Disability Accommodation  
ERISA and Benefit Plan Litigation

## Overview

Lindsay Neinast counsels employers and litigates cases in federal and state courts and administrative tribunals across the country. Lindsay has experience litigating broad employment and labor disputes, including wrongful discharge, defamation, negligent supervision, and breach of contract claims, as well as claims based upon:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The False Claims Act
- The D.C. Family and Medical Leave Act
- The D.C. Human Rights Act
- The D.C. Whistleblower Protection Act
- The D.C. Revised Uniform Arbitration Act

Additionally, Lindsay frequently conducts internal investigations into allegations of employee misconduct, including sexual harassment.

While at Littler, Lindsay's select representative matters have included:

- Obtained summary judgment in matter involving D.C. wage and hour and overtime violations in D.C. Superior Court
- Obtained temporary restraining order in U.S. District Court for the District of Maryland against former employee/executive to prevent executive from violating terms of non-compete agreement and misappropriating trade secrets
- Successfully defeated motion for temporary restraining order in trade secret and unfair competition matter in Delaware Court of Chancery
- Obtained dismissal with prejudice of sensitive sexual harassment matter brought in U.S. District Court for the District of Columbia
- Argued and obtained favorable ruling in discovery dispute in U.S. District Court for the District of Delaware
- Successfully argued and obtained dismissals and favorable rulings on several motions and a trial in D.C. Superior Court
- Obtained dismissals and no cause findings following administrative investigations

Prior to joining Littler, Lindsay was an assistant attorney general at the Office of the Attorney General for the District of Columbia, where she served as lead counsel in complicated employment matters brought in U.S. District Court for the District of Columbia and D.C. Superior Court. Lindsay gained extensive trial experience winning jury trials, handling temporary restraining order and preliminary injunction hearings, and achieving favorable outcomes in numerous labor arbitrations and evidentiary hearings. She also consistently obtained results for her clients through filing successful dispositive motions and representing her clients' interests at mediations. Outside of the courtroom, Lindsay frequently counseled clients on implementing disciplinary actions and leave policies, and led training on litigation avoidance and compliance with federal and local anti-discrimination statutes.

Lindsay achieved a certificate in employee benefits from Georgetown University Law Center in 2017. During law school, she was a legal intern for Vice Chancellor Donald F. Parsons, Jr. with the Delaware Court of Chancery, where she worked on executive compensation litigation.

Lindsay is actively involved in the District of Columbia community. She currently serves as a board member of Chamber Dance Project, a D.C. nonprofit organization that employs top-tier dancers and musicians during their off-season to bring cutting-edge new works and live performance to the community. She also is an active member of the Smithsonian Women's Committee.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Recipient, ABA/BNA Award for Excellence in Labor & Employment, *University of Richmond*, 2010
- Recipient, Peggy Browning Labor Law Scholarship, *University of Richmond*, 2010
- Finalist, 12th Annual Entertainment Law Initiative Essay Competition, *University of Richmond*, 2010

## **Education**

J.D., University of Richmond School of Law, 2010, *cum laude*

B.S., University of Texas, 2007, *With High Honors*

## **Bar Admissions**

District of Columbia

Virginia

Delaware

## **Courts**

U.S. District Court, District of Columbia

## **Publications & Press**

### **Delaware Joins the Family (Paid Family-Medical Leave, That Is)**

*Littler Insight*

May 18, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Littler Announces New Shareholders and Principals Elevating 26 Attorneys**

*Littler Press Release*

January 4, 2021

### **Delaware's COVID-19 Considerations for Healthcare and Home Health Industries**

*Littler Insight*

September 17, 2020

### **Status of Delaware's Return-to-Work Reopening Plan**

*Littler Insight*

July 22, 2020

### **Delaware chapter update, contributing editor**

*Duty of Loyalty: A State-by-State Survey, Fifth Edition, Bloomberg BNA*

2016

**Recorded Music is an Incredibly Tough Business in China - But, it Should Be Incredible**

*30 LOY. L.A. ENT. L. REV. 577*

2010

**Speaking Engagements**

**It Wouldn't Be Fall in the DMV Region Without Leaves (of Absence)...**

November 17, 2022

**2021 Mid-Atlantic Virtual Employer Conference**

September 9, 2021

**COVID-19 Legislative Update and Trends in Delaware Affecting the Home and Healthcare Industry**

November 20, 2020

**ADA and FMLA Leaves of Absences**

International Municipal Lawyers Association, Washington, D.C.

March 31, 2019